



State of California
Employment Training Panel

Training Proposal for:
International Paper Company dba Kirk Paper

Agreement Type: \$75,000 or Less

Agreement Number: ET09-0229

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **North Hollywood**

Analyst: M. Reeves

CONTRACTOR:

- Type of Industry: Manufacturing:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees:
 - California: 700
 - Worldwide: 55,000
 - Number to be trained: 150
- Manager/Supervisor: 0%
- Turnover Rate: 13%
- Repeat Contractor: ☐ Yes ☒ No
- Substantial Contribution: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$72,900
- In Kind Contribution: \$148,951
- Average Cost per Trainee: \$486
- Post Retention Wage: \$14.02
- Health Benefits: \$2.00 per hour
- Occupations to be Trained: Administrative Staff, Sales Staff, Sales Support Staff

- Training Menu:

<input checked="" type="checkbox"/> Computer	<input type="checkbox"/> Management
<input type="checkbox"/> Commercial	<input checked="" type="checkbox"/> Business
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Advanced Technology: ☐ Yes ☒ No
- Range of Hours: 24 - 50 Weighted Avg: 27
- Multiple Job Numbers: ☐ Yes ☒ No
- County(ies) Served: Alameda, Los Angeles, San Diego, Sacramento
- Union Representation: ☐ Yes: ☒ No
- Subcontractor: Training Funding Source of Seal Beach will perform administrative services for a fee not to exceed 13% of payment earned.

Training subcontractors to be determined.
- Third Party Services: Training Funding Source also assisted in the development of this proposal for a flat fee of \$5,900.

INTRODUCTION

Kirk Paper (Kirk) was founded in 1947 as an independent cut and wrap paper company and was acquired by International Paper Company in 1994. Through the years, Kirk's business has grown to include the distribution of printing paper, packaging supplies and equipment, facility cleaning supplies, and graphics imaging products. Kirk has five facilities in California: Downey, La Mirada, Hayward, San Diego, and Sacramento.

Kirk's primary business of supplying printing paper to commercial printers and business users is changing rapidly due to computer technology, internet sales, and the growing trend toward a paperless environment. The company is looking to improve growth in the areas of graphics imaging and industrial supplies. To remain competitive in this changing market, Kirk must expand its product lines, implement new strategies to generate revenue, and install new operating systems to improve efficiency and reduce costs.

ETP funding will allow Kirk to provide workers with the skills needed to generate new sales, reduce inventories, shorten lead times, and streamline business processes. This training is designed to improve employees' ability to identify customer needs and establish fruitful relationships with new clients in emerging markets.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.